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PART II—Section 3

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MINISTRY OF LABOUR

NOTIFICATION

New Delhi, the 5th January 1952

S.R.O. 35.—In exercise of the powers conferred by section 7 of the Industrial Disputes Act, 1947 (XIV of 1947), and in supersession of the notification of the Government of India in the Ministry of Labour S.R.O. 1078, dated the 17th July, 1951, the Central Government hereby constitutes an Industrial Tribunal consisting of the following members, for the adjudication of industrial disputes concerning banking companies, namely,

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|---|-----|----------|
| 1. Shri S. Panchapagesa Sastri, retired Judge of the High Court of Judicature, Madras | ... | Chairman |
| 2. Shri M. L. Tannan | ... | Member |
| 3. Shri V. L. D'Souza, Professor of Economics, Maharaja's College, University of Mysore | ... | Member |

[No. LR-100(4)/I.]

ORDERS

New Delhi, the 5th January 1952

S.R.O. 36.—WHEREAS the Central Government is of opinion that an industrial dispute exists between employers and workmen in relation to some of the banking companies specified in Schedule I;

AND WHEREAS the Central Government considers it desirable to refer for adjudication the matters specified in Schedule II which are either matters in dispute or matters connected with, or relevant to, the said dispute;

AND WHEREAS the Central Government is further of opinion that the said dispute is of such a nature that the other banking companies specified in Schedule I are likely to be interested in, or affected by, that dispute and that it is desirable to include also those banking companies in that reference;

NOW, THEREFORE, in exercise of the powers referred by section 10 of the Industrial Disputes Act, 1947 (XIV of 1947), the Central Government hereby refers to the Industrial Tribunal constituted by the notification of the Government of India in the Ministry of Labour No. IR/100(4)/I, dated the 5th January, 1952, for adjudication the matters specified in Schedule II (being either matters in dispute or matters connected with, or relevant to, the dispute), as between employers and workmen in relation to all the banking companies specified in Schedule I.

SCHEDULE I

LIST OF SCHEDULED BANKS HAVING BRANCHES IN MORE THAN ONE STATE

<i>Name of Bank</i>	<i>Address</i>
Group A.	
(i) Banks having deposits of over Rs. 50 crores	
1. Bank of India Ltd.	Mahatma Gandhi Road, Fort, Bombay.
2. Central Bank of India Ltd.	Esplanade Road, Fort, Bombay.
3. Habib Bank Ltd.	Dada Manzil, Mahomedali Road, Bombay.
4. Imperial Bank of India.	3, Strand Road, Calcutta.
5. Punjab National Bank Ltd.	8, Underhill Road, Civil Lir Delhi.
(ii) Exchange Banks.	
1. Bank of China.	13, Old Court House Street, Calcutta.
2. Chartered Bank of India, Australia and China.	4, Netaji Subhas Road, Calcutta.
3. Comptoir National D'Escompte de Paris.	Bombay House, Bruce Street, Bombay 1.
4. Eastern Bank Ltd.	14, Netaji Subhas Road, Calcutta.
5. Grindlay's Bank Ltd.	Mint Road, Bombay.
6. Hongkong and Shanghai Banking Corporation.	31, Dalhousie Square, Calcutta.
7. Lloyds Bank Ltd.	29, Netaji Subhas Road, Calcutta.
8. Mercantile Bank of India Ltd.	Bombay.
9. National Bank of India Ltd.	19, Netaji Subhas Road, Calcutta.
10. National City Bank of New York.	293, Hornby Road, Fort, Bombay.
11. National Handlesbank N. V.	Royal Exchange Place (East), Calcutta.
12. Netherlands Trading Society Ltd.	28, Pollack Street, Calcutta.
Group B	
Banks having deposits between Rs. 15 and Rs. 50 crores.	
1. Allahabad Bank Ltd.	6, Royal Exchange Place, Calcutta.
2. Bank of Baroda Ltd.	Baroda.
3. Hyderabad State Bank.	Hyderabad (Deccan).
4. Indian Bank Ltd.	Indian Bank Buildings, Madras.
5. United Bank of India Ltd.	4, Cliveghat Street, Calcutta.
6. United Commercial Bank Ltd.	6-D, Lindsay Street, Calcutta.
Group C	
Other Banks having deposits less than Rs. 15 crores.	
1. Bank of Bihar Ltd.	Patna.
2. Bank of Bikaner Ltd.	Ganga Niwas, Public Park, Bikaner
3. Bank of Indore Ltd.	1, Prince Yeshwant Road, Indore City
4. Bank of Jaipur Ltd.	Tripolia Bazar, Jaipur City.
5. Bank of Maharashtra Ltd.	Laxmi Road, Poona City.
6. Bank of Mysore Ltd.	Avenue Road, Bangalore.
7. Bank of Rajasthan Ltd.	Udaipur (Rajasthan).
8. Bharatha Laxmi Bank Ltd.	Masulipatam (Madras).
9. Canara Bank Ltd.	Lighthouse Hill, Mangalore.
10. Canara Banking Corporation Ltd.	Udipi (South Canara).

<i>Name of Bank</i>	<i>Address</i>
11. Canara Industrial and Banking Syndicate Ltd.	Udipi (South Canara).
12. Devkaran Nanjee Banking Company Ltd.	Devkaran Nanjee Buildings, Elphinstone Circle, Fort, Bombay.
13. Gadodia Bank Ltd.	235, Kalbadevi Road, Bombay 2.
14. Hind Bank Ltd.	9, Royal Exchange Place, Calcutta.
15. Hindustan Commercial Bank Ltd.	Kanodla Commercial Building, Birhana Road, Kanpur.
16. Hindustan Mercantile Bank Ltd.	10, Clive Row, Calcutta.
17. Indian Overseas Bank Ltd.	United India Life Building, Esplanade, Madras.
18. Indo-Mercantile Bank Ltd.	Mattancherry, Travancore-Cochin.
19. Jodhpur Commercial Bank Ltd.	Jalori Gate, Jodhpur.
20. Laxmi Bank Ltd.	Akola (Madhya Pradesh).
21. Mercantile Bank of Hyderabad Ltd.	552, Sultan Bazar, Hyderabad (Deccan).
22. Narang Bank of India Ltd.	Amritsar.
23. National Bank of Lahore Ltd.	31, Rajpur Road, Delhi.
24. National Savings Bank Ltd.	43-45, Apollo Street, Fort, Bombay.
25. Nedungadi Bank Ltd.	Kozhikode (Madras).
26. New Citizen Bank of India Ltd.	16, Apollo Street, Fort, Bombay.
27. Oriental Bank of Commerce Ltd.	Delhi.
28. Palai Central Bank Ltd.	Palai (Travancore-Cochin).
29. Pandyan Bank Ltd.	Tirumangalam (Mathurai District).
30. Punjab and Sind Bank Ltd.	45A, Lytton Road, Dehra Dun.
31. Punjab Co-operative Bank Ltd.	Amritsar.
32. South Indian Bank Ltd.	Trichur (Travancore-Cochin).
33. Travancore Bank Ltd.	Trivandrum (Travancore-Cochin).
34. Travancore Forward Bank Ltd.	Kottayam (Travancore-Cochin).
35. Union Bank of India Ltd.	62-68, Apollo Street, Fort, Bombay.
36. United Industrial Bank Ltd.	7, Wellesley Place, Calcutta.
37. Vysya Bank Ltd.	467, Sri Krishnarajendra Road, Bangalore City.

Banks working under schemes of arrangements.

38. Bank of Assam Ltd.	Shillong (Assam).
39. Lakshmi Commercial Bank Ltd.	Delhi.
40. Mahaluxmi Bank Ltd.	15, Clive Street, Calcutta.
41. New Bank of India Ltd.	Khoti Ahata, Amritsar.
42. Prabhat Bank Ltd.	719, Chandni Chowk, Delhi.
43. Traders' Bank Ltd.	13, Rajpur Road, Delhi.
44. Tripura Modern Bank Ltd.	102/1, Netaji Subhas Road, Calcutta.

Group D

Banks which have suspended payments, or are granted moratorium or are prohibited from accepting fresh deposits.

1. Calcutta National Bank Ltd.	P-2, Mission Row, Extension, Calcutta. (Under Moratorium).
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LIST OF NON-SCHEDULED BANKS HAVING BRANCHES IN MORE THAN ONE STATE.

(i) *Banks having deposits less than Rs. 15 crores and working normally*

1. All India Bank Ltd.	58, Netaji Subhas Road, Calcutta,
2. Ambat Bank Ltd.	Chittur, Travancore-Cochin,
3. Bharat National Bank Ltd.	Chakradharpur, Bihar,

<i>Name of Bank</i>	<i>Address</i>
4. Bishnupur Bank Ltd.	Bishnupur, Dist. Bankura (West Bengal).
5. Catholic Bank of India Ltd.	Changanachery (Travancore-Cochin).
6. Catholic Syrian Bank Ltd.	Trichur (Travancore-Cochin).
7. Central Mercantile Bank Ltd.	Monghyr, Bihar.
8. Chaldean Syrian Bank Ltd.	Trichur (Travancore-Cochin).
9. Cochin Commercial Bank Ltd.	Cochin (Travancore-Cochin).
10. Cochin Nayar Bank Ltd.	Trichur (Travancore-Cochin).
11. Cochin National Bank Ltd.	Trichur (Travancore-Cochin).
12. Cochin Union Bank Ltd.	Trichur (Travancore-Cochin).
13. Depositors Bank Ltd.	Jullundur Cantt.
14. Dhanalakshmi Bank Ltd.	Trichur (Travancore-Cochin).
15. G. Raghunathmul Bank Ltd.	Abid Road, Hyderabad (Dn.).
16. Hindu Bank Karur Ltd.	67, New Kutchery Street, Karur (Dist. Tiruchirapalli).
17. Indian Insurance and Banking Corporation Ltd.	Trichur, (Travancore-Cochin).
18. Indian Relief Bank Ltd.	1/99, Godown Street, G.T., Madras.
19. Jayalakshmi Bank Ltd.	Old Court Road, Mangalore.
20. Janjira Bank Ltd.	Bazar Road, Janjira Murud, Dist. Colaba (Bombay).
21. Karnataka Bank Ltd.	Bongerkeri Street, Mangalore.
22. Maharashtra Apex Bank Ltd.	Ramjaneya Building, Koladapet, Udipi (South Kanara).
23. Malabar Bank Ltd.	Trichur (Travancore-Cochin).
24. Melarkode Bank Ltd.	Sultanpet, Palghat (Madras).
25. Mannar Bank Ltd.	Mannar (Travancore-Cochin).
26. Model Bank of India Ltd.	Rash Behari Avenue, Calcutta.
27. Morvi Mercantile Bank Ltd.	Morvi (Saurashtra).
28. National City Bank Ltd.	Jullundur City (East Punjab).
29. Orient Bank of India Ltd.	135, Clive Street, Calcutta.
30. Prabhakara Bank Ltd.	Moodabidri, South Kanara (Madras).
31. Safe Bank Ltd.	Itwari, Nagpur City.
32. Salem Bank Ltd.	Bazar Street, Salem.
33. Sind National Bank Ltd.	P.O. Box 59, Ajmer.
34. Thomcos Bank Ltd.	Beach Road, Alleppy (Travancore-Cochin).
35. Tripura State Bank Ltd.	Agartala (Tripura State).
36. Union Bank of Bengal Ltd.	8, Clive Street, Calcutta.
37. United Bank of Travancore Ltd.	Palal (Travancore-Cochin).
38. Vijaya Bank Ltd.	Kadri Road, Mangalore (South Kanara).

(ii) Bank working under Schemes of Arrangement etc.

<i>Name of Bank</i>	<i>Address</i>	
1. Dass Bank Ltd.	14, Netaji Subhas Road, Calcutta.	Working under a scheme of arrangement.
2. First National Bank Ltd.	Chaura Bazar, Ludhiana	Do.
3. Punjab & Kashmir Bank Ltd.	Jullundur City	Do.
4. Shillong Banking Corporation Ltd.	Jail Road, Shillong, Assam	Do.
5. Simla Banking & Industrial Co. Ltd.	No. 1, Bank Building, The Mall, Simla.	Do. Do.
6. Agricultural & Industrial Bank Ltd.	Nivas, West Coast Road, Coondapur.	Suspended payment on 17th August, 1951.

<i>Name of Bank</i>	<i>Address</i>	
7. Bank of Industries Ltd.	28, Strand Road, Calcutta	Action under sec. 247 of the Indian Companies Act being taken.
8. Inland Bank Ltd.	13, David Joseph Lane, Calcutta.	Do.
9. National Central Bank Ltd.	10, Canning Street, Calcutta.	Do.
10. Overland Bank Ltd.	6, Clive Street, Calcutta	Do.
11. Provincial Bank Ltd.	6, Netaji Subhas Road, Calcutta.	Do.
12. Public National Bank Ltd.	78, Clive Street, Calcutta.	Do.
13. Radiant Bank Ltd.	Clive Street, Calcutta	Do.
14. Associated Bank of India Ltd.	5 & 6, Hare Street, Calcutta.	Present position not known.
15. Bengal Express Bank Ltd.	53, Netaji Subhas Road, Calcutta.	Do.
16. Bengal Oriental Bank Ltd.	P-29, Mission Row Extension, Calcutta (Registered Office Commilla E. Pakistan).	Do.
17. Bengal Union Bank Ltd.	278, Upper Chitpur Road, Calcutta.	Do.
18. Comilla Commercial Bank Ltd.	3, Commercial Buildings, Calcutta.	Do.
19. Loyal Bank Ltd.	20, Strand Road, Calcutta, (Registered Office Chandpur, East Pakistan).	Do.
20. Sakti Bank Ltd.	156, Cross Street, Calcutta.	Do.
21. Sunrise Bank Ltd.	18, Bader Bagan Street, Calcutta (Registered office Comilla, East Pakistan).	Do.
22. Surma Valley Bank Ltd.	Sylhet	Do. (The Bank is in liquidation in Pakistan).
23. Sonapur Bank Ltd.	57, Netaji Subhas Road, Calcutta.	Present position not known.

SCHEDULE II

1. Scales of pay, including :—

- whether the remuneration of workmen and their periodical increment should be correlated to their efficiency and attendance, and
- whether, if basic scales are recommended, such scales of pay of particular categories should be uniform all over India and whether the difference in the cost of living of the various centres should be adjusted by the grant of compensatory allowances.

2. Dearness allowance to staff as well as pensioners. Can a portion of the dearness allowance be transferred to, and absorbed in, the basic wage? In particular can this be done in the case of banks in the United Provinces in respect of the allowance payable at the commencement of Shri B. B. Singh's award?

3. House rent allowance. If this allowance is payable, should it be paid to all workmen.

4. Other allowances (other than travelling allowance, conveyance allowance and halting allowance) payable, for example, education or children's allowance, washing allowance, hill allowance, fuel allowance, grain allowance, Poona Cantonment allowance, officiating allowance, scarcity allowance, border allowance, local allowance and six-monthly accounting allowance.

5. Bonus, including the qualifications for eligibility and method of payment.

6. Whether income and professional taxes payable by workmen should be paid on their behalf by banks?

7. Subsistence allowance during periods of suspension.

8. Right to existing terms of service where they are more liberal than those of the awards of this Tribunal.

9. Should banks be classified into different categories for the purposes of this adjudication and if so, on what lines?

10. Categories of workmen to whom the award of the Tribunal is applicable.

11. In what manner and to what extent do the decisions of the Tribunal require modification in the case of workmen of banks under moratorium.

12. Rules for fitting the existing staff into the revised scales of pay.

13. Provident fund, including the rate of contribution and the rate of interest.

14. Gratuity, including whether it should be compulsory or ex-gratia. Does the scheme recommended by Shri B. B. Singh for the United Provinces in his award need revision?

15. Pension, including the question whether any pension scheme should be introduced in banks having Provident Fund and/or gratuity Schemes.

16. Guarantee Fund.

17. Insurance against old age, sickness, death or injury from accident in the course of the discharge of duties.

18. Leave Rules.

19. Hours of work and overtime.

20. Medical aid and expenses.

21. Cash deposits, fidelity bonds and other securities to be furnished by staff including the questions :—

(a) whether failure to furnish such security should operate as a bar on confirmation, and

(b) whether the scheme of security and guarantee introduced by the Punjab National Bank Ltd. is suitable.

22. Recognition of the All India Bank Employees' Association and/or its constituent units.

23. Method recruitment, terms and conditions of service and procedure for termination of employment or for taking other disciplinary action.

24. Utilisation of proceeds from fines.

25. Whether head cashiers or treasurers' representatives or any workmen who perform their functions are to be treated as Department Incharges.

26. Waiving of age restrictions for promotion to supervisory grades.

27. Policy regarding transfer of staff.

28. Travelling allowance, conveyance allowance, halting allowance and joining time on transfer.

29. Whether cash compensation is payable to staff of branches situated in Pakistan who have had to come away to India and have not been employed in the branches in India.

30. Should bank pensioners be entitled to accept employment after retirement with or without the permission of the banks from which they draw their pensions?

31. Absorption of Bharat Bank Employees in the Punjab National Bank Ltd. and their service conditions.

32. Rules regarding promotions.

33. Works Committees. Should they be established or not?

34. Standing orders regulating the conditions of service of staff and the procedure in making amendments to them.

S.R.O. 37.—Whereas by an order of the Government of India in the Ministry of Labour No. LR-100(4)/II, dated the 5th January 1952, certain matters (being either matters in dispute or matters connected with, or relevant to, the dispute) as between employers and workmen in relation to certain banking companies including the banking companies specified in the schedule have been referred to an Industrial Tribunal for adjudication;

Now, therefore, in exercise of the powers conferred by sub-section (3) of section 10 of the Industrial Disputes Act, 1947 (XIV of 1947), the Central Government hereby prohibits the continuance of the strike in existence in the banking companies specified in the Schedule.

SCHEDULE

1. Bank of India Limited.
2. Bank of Baroda Limited.
3. Bank of Jaipur Limited.

[No. LR-100(4)/III.]

K. N. SUBRAMANIAN, Joint Secy.

